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Secrets. II—27—100,000—21-5-47.

Public (General) **(1947) Department.**

M/o. **SERIES.**

G.O. No. 2757

Dated 3.9.1947

[Despatch Abstract.]

PUBLIC SERVICES : WAR SERVICE CANDIDATES AND RETRENCHED TEMPORARY GOVERNMENT EMPLOYEES APPOINTED TO CIVIL POSTS : FIXATION OF INITIAL PAY : PAPERS : RECORDED.

No. 25/1/47.Ests(R).
GOVERNMENT OF INDIA,
Home Department.

New Delhi, the 13th June 1947.

Office Memorandum.

Sub: FIXATION OF INITIAL PAY OF WAR SERVICE CANDIDATES and retrenched temporary employees appointed to civil posts on a temporary basis.

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Q question has arisen of the extent to which the service rendered bywar service candidates and retrenched temporary employees should count for the purpose of fixing the initial pay when they are appointed to civil posts on a temporary basis.

2. It has been decided in consultation with the Finance Departmen that persons who, before appointment to a temporary post, had rendered "war service" or were in temporary Government employment, should be permitted to count for this purpose, completed years of service rendered between 3rd September 1939 and 1st April 1946 as member of His Majesty's Forces, or completed years of other "war service", or temporary service in a civil post carrying a scale of pay equal to, or higher than, the one attached to the temporary post to which such a person is appointed. Only "approved" service should be taken into account for the purpose A person who has once obtained the benefit of this concession and who resigns his post will not, if appointed to another temporary post, be again eligible for the concession.

P.V.R. RAO
Joint Secretary to the Govt. of India.

No. 25/1/47-Ests.(R)
GOVERNMENT OF INDIA.
Ministry of Home Affairs.

New Delhi, the 14th September 1947

Office Memorandum.

Sub: FIXATION OF INITIAL PAY OF WAR SERVICE candidates and retrenched temporary employees appointed to civil posts on a temporary basis.

In clarification of the Home Department Office Memorandum No.25/1/47-Ests(R) dated the 13th June 1947, on the above subject, the undersigned is directed to say that approved service of the following categories should be taken into account for the purpose of fixing the initial pay:-

(1) Completed years of service rendered between the 3rd September 1939 and the 1st April 1946 in His Majesty's Forces.
(ii) Completed years of other war service rendered between the 3rd September 1939 and the 1st April 1946 in posts carrying scales of pay equal to or higher than the one attached to the temporary post to which a person is appointed.
(iii) Temporary service in civil posts rendered after 3rd September 1939 in posts carrying a scale of pay equal to or higher than the one attached to the temporary post to which the person is appointed.

2. The benefits accruing from the above orders are admissible to candidates appointed to civil posts on a temporary basis with effect from the dates of appointment but no arrears will be paid for the period prior to 13th June 1947.

K.N. SUBBANNA
Assistant Secretary to the Government of In

No. 30/4/46-Ests(R)
GOVERNMENT OF INDIA
Ministry of Home Affairs.

New Delhi3, the 18th September 1947.

Office Memorandum.

Sub: GRANT of concession to "War Service" candidates and temporary Governme employees appointed to permanent posts - Initial pay and seniority.

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The Government of India have had under consideration the question of fixation of seniority and initial pay of "war service" candidates and temporary Government employees appointed to permanent vacancies. These will be either vacancies arising before the 1st January 1946 reserved for "war service" candidates and temporary Government employees (vide orders contained in the Home Department Office Memorandum No.70/12/42-Ests dated the 29th June 1942, read with Home Department Office Memorandum of same number dated the 8th September 1943), or those occuring on or after the 1st January 1946 and filled in accordance with the orders contained in Home Department Office Memorandum No. 70/63/45-Ests(R) dated the 26th October 1945, as modified by the orders contained in the Home Department Office Memorandum No. 16/1/4 Ests(R) dated the 16th August 1946. The decisions of the Government of India are as follows:

I. FIXATION OF PAY:

A. "War reserved" vacancies occurring before 1st January 1946:

(i) Central Services Class I and II - War Service candidates.

(a) The initial pay of a "war service" candidate appointed to a Central Service, Class I and II for which recruitment is ordinarily made by competitive examination shall be fixed as if he had been appointed to the post or service at his second possible attempt, provided that if the candidate undertook "war service" after he had had two chances of competing, his initial pay on appointment to the civil post shall be fixed as if he had been appointed to the post at his next possible attempt or on the anniversary of his entering "war service", whichever is later.

(b) The initial pay of a "war service" candidate appointed to a vacancy in a Central Service Class I and II ordinarily filled otherwise than through a competitive examination shall be fixed as if he had joined the civil post on attaining the minimum age for appointment to the post plus one year or on the anniversary of the date on which he entered "war service", whichever is later.

(ii) Central Services, Class III and IV:

The period (which a candidate has spent in war service after the 3rd September 1939 or after attaining the minimum age of entry into the service or post to which he is appointed, whichever is less, will count for increments in the post to which he is appointed if it is on an incremental scale.

B. Vacancies occuring during the period 29-6-1942 to 31-12-1945 and reserved for temporary employees of Government:

Temporary Government servants appointed permanently against the 30% quota of the reserved vacancies will be allowed to count the period of their temporary service for purposes of increments in the time-scale of the post or service to which they are appointed.

C. Post 1945 vacancies:(filled in accordance with orders contained in Home Department Office Memorandum No.70/63/45-Ests(R) dated the 26th October 1947 as modified by Home Department Office Memorandum No.16/1 46-Ests(R) dated the 16th August, 1946).

(i) Central Services Class I and II, (excluding ministerial services).

(a) The initial pay of a "war service" candidate appointed to a Central Service Class I and II (excluding ministerial services) for which recruitment is ordinarily made by competitive examination shall be fixed as if he had been appointed to the post or service at his second possible attempt, provided that if the candidate undertook "war service" after he had had two chances of competing, his initial pay on appointment to the

civil post shall be fixed as if [illegible] appointed to the post at his next possible attempt or on the anniversary of his entering "war service", whichever is later; provided further that "war service" rendered in a civil post on a scale of pay less than the pay of the post to which a candidate is appointed as a "war service" candidate shall not be deemed to be "war service" for this purpose.

(B) The initial pay of a "war service" candidate appointed to a vacancy in a Central Services Class I & II (excluding Ministerial services, ordinarily filled otherwise than through a competitive examination shall be fixed as if he had joined the civil post plus one year or on the anniversary of the date on which he entered "war service", whichever is later; provided that "war service" rendered in a civil post on a scale of pay less than the pay of the post to which the candidate is appointed as a "war service" candidate shall not be deemed to be "war service" for this purpose.

(c) Temporary Government servants appointed to the above vacancies will have their initial pay fixed in accordance with F.R. 22.

(ii) Central Services Class II (Ministerial) Class III and Class IV:

(a) In the case of "war service" candidates who have rendered "war service" as a member of His Majesty's Forces or in a civil post carrying a scale of pay equal to or higher than that of the Central Services Class II (Ministerial), Class III and Class IV post to which the candidates are appointed, service rendered after the 3rd September 1939, or after attaining the minimum age of entry into the service or post to which the candidates are appointed, whichever is less, will count for increments if the post is on an incremental scale.

(b) Temporary Government servants appointed in the Central Services Class II (Ministerial), Class III and Class IV will have their initial pay fixed in accordance with F.R. 22.

II. SENIORITY.

A. "War Service" candidates appointed to "War reserve" vacancies (i.e. vacancies arising between 29-6-1942 and 31-12-1945 and reserved for them).

(i) "War service" candidates appointed to civil services for which recruitment is ordinarily made by competitive examination shall be treated as belonging to the year in which they would have been appointed at their second possible attempt, provided that if a candidate entered "war service" after he had had two chances of competing he shall be treated as belonging to the year in which he would have been appointed to the civil post at his next possible attempt or on the anniversary of his entering "war service", whichever is later.

(ii) "War service" candidates appointed to vacancies ordinarily filled otherwise than through a competitive examination shall be treated as belonging to the year in which they would have been appointed had they entered service in the civil post on attaining the minimum age of entry into the post plus one year or on the anniversary of the date on which they entered "war service", whichever is later.

(iii) All "war service" candidates shall rank below the successful competition candidates of the year to which they are allotted, including temporary employees who are confirmed against the 30 per cent quota reserved for such employees.

(iv) Seniority inter se of "war service" candidates allotted to a particular year shall be determined according to age.

B. Temporary Government servants selected against and appointed against 30% quota of reserved vacancies that occured or would normally have been filled between 29.6.42 and 31-12-1945.

(i) Temporary Government servants selected for permanent

appointment against these vacancies will be allotted to the yar in which they were recruited on a temporary basis and assigned seniority just below the permanent employees of that year and above the "war service" candidates allotted to that year.

(ii) Seniority inter se of temporary Government servants allotted to a particular year shall be determined by age.

C. Candidates appointed to post-1945 vacancies:

The instructions below apply to all Central Services Class I and II (including ministerial), and Class III and Class IV Services.

(i) A candidate appointed to a post 1945 vacancy shall rank below any person appointed to a vacancy that arose or would normally have been filled before 31st December 1945

(ii) The seniority of candidates inter se appointed to post 1945 vacancies shall be determined by age irrespective of the category of the category from which they are recruited. Recruitment to the vacancies occuring, or due to be filled, in 1946 and 1947 will be treated for this purpose as one unit within which seniority of persons appointed will be determined according to age. The seniority of candidates once determined in accordance with the above principles shall be final.

P.V.R. RAO
Joint Secretary to the Govt. of India.

PUBLIC SERVICES - War Service candidates and retrenched temporary employees appointed to Civil posts - Fixation of initial pay.

From the Govt. of India. Home Deptt. No.25/1/47-Ests(R) d/21.6.1947
-do- No.1931/47.1 dated 4-7-1947
-do- No. 25/1/47-Ests(R) dated 10-7-1947.

Please see the letter from the Govt. of India on p. 1 c.f. and the Memo on p. 5 c.f. re: the counting of war service and temporary service rendered during the war for purposes of increment on appointment to temporary posts. According to the Govt. of India's orders, persons who, before appointment to a temporary post, had rendered "war service", or were in temporary Govt. employment, should be permitted to count for the purpose of fixing initial pay, completed years of approved war service in a civil post carrying a scale of pay equal to, or higher than, the one attached to the temporary post to which such a person is appointed. It is stated that orders re: the counting of such service in the case of appointments in permanent vacancies have not yet issued. It is not clear why a distinction has been made between appointments in permanent and temporary vacancies.

2. Under rule 6-A of the M.C.S. (W.S.P.) R.Rules, war service candidates appointed against reserved vacancies (whether substantive or temporary) can be granted higher initial pay according to the merits of the case and having regard to the period of war service rendered No portion of a candidate's war service, which is not counted for seniority, (see rule 6-B of the above rules) will, however, be taken into account in fixing his initial pay. This rule does not seem to require any amendment now.

3. War service candidates appointed in non-reserved vacancies do not now get any special concession in regard to pay. It has been decided recently that such candidates need not be allowed any special privileges or concessions other than that of age allowed by rule 4 (c) of the M.C.S. (W.S.P.) R.Rules. The question of giving them higher initial pay with reference to the period of war service rendered by them need not perhaps be considered now.

4. Temporary Govt. servants (i.e. those recruited regularly) may be classified into three groups:

(a) those recruited before 1-1-1942;
(b) those recruited between 1-1-1942 and 1-6-1944; and
(c) those recruited on or after 2-6-1944.

Persons falling under group (a) who may be discharged from service to provide for war service candidates or for any other reason may claim re-appointment in subsequent vacancies. If persons falling under groups (b) and (c) are so dicharged, their discharge will be treated as final, but they can seek re-appointment as fresh recruits availing themselves of the age concession allowed by para 6 of G.O. No. 839 Pub. (Ser) dated 5-4-1946. Those falling under group (b) will also get a gratuity at the rate prescribed in G.O. No. 3035 Pub. (Ser) dated 29-12-1945. It is perhaps not necessary to allow persons, who succeed in getting re-appointed any special concession in regard to initial pay. Individual cases of hardship may be dealt with on merits and no general orders seem necessary.

5. Finance may see for remarks.

War service candidates and temporary Govt. servants who may be discharged from service to provide for them have already been granted several concessions and it is perhaps unnecessary to add to them now especially in vniew of the financial commitment involved. Individual cases of hardship can be dealt with if and when they are brought to the notice of Govt. No general orders on the lines of those issued by the Govt. of India at p. 5 c.f. seem nedessary. Remarks of Fin. may be invited before circulation.

K.R.M 29.7

xx/28.7.

K.R(amunni) M(enon)/29.7.
Additional Secretary.

FINANCE DEPTT.

Finance may agree with the view at "A" of the Public (Services) note above.

xx/1.8.47

PUBLIC (SERVICES) DEPTT.

(Notes from p. 1 ante may please be read).

The case may now be circulated to H.P.M. and H.M.(Fin) for approval of the suggestion at "A" above

K.R.M./8.8.47
Addl.Secry

O.P.R(amaswami Reddiar)/27.8.
H.P.M.

B.G(opala) R(eddi)/27.8.
H.M.(Fin)

The papers may now be recorded in a G.O.

xx/3.9.47

G.O. (Ms) No. 2757 dated the 3 rd September 1947.

Abstract

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PUBLIC SERVICES - War Service candidates and retrenched temporary Government employees appointed to Civil posts - Fixation of initial pay - Papers - Recorded.

/True copy/

Office Assistant, 21/7

Sk.

Madras Record Office, Egmore.

21/7/52